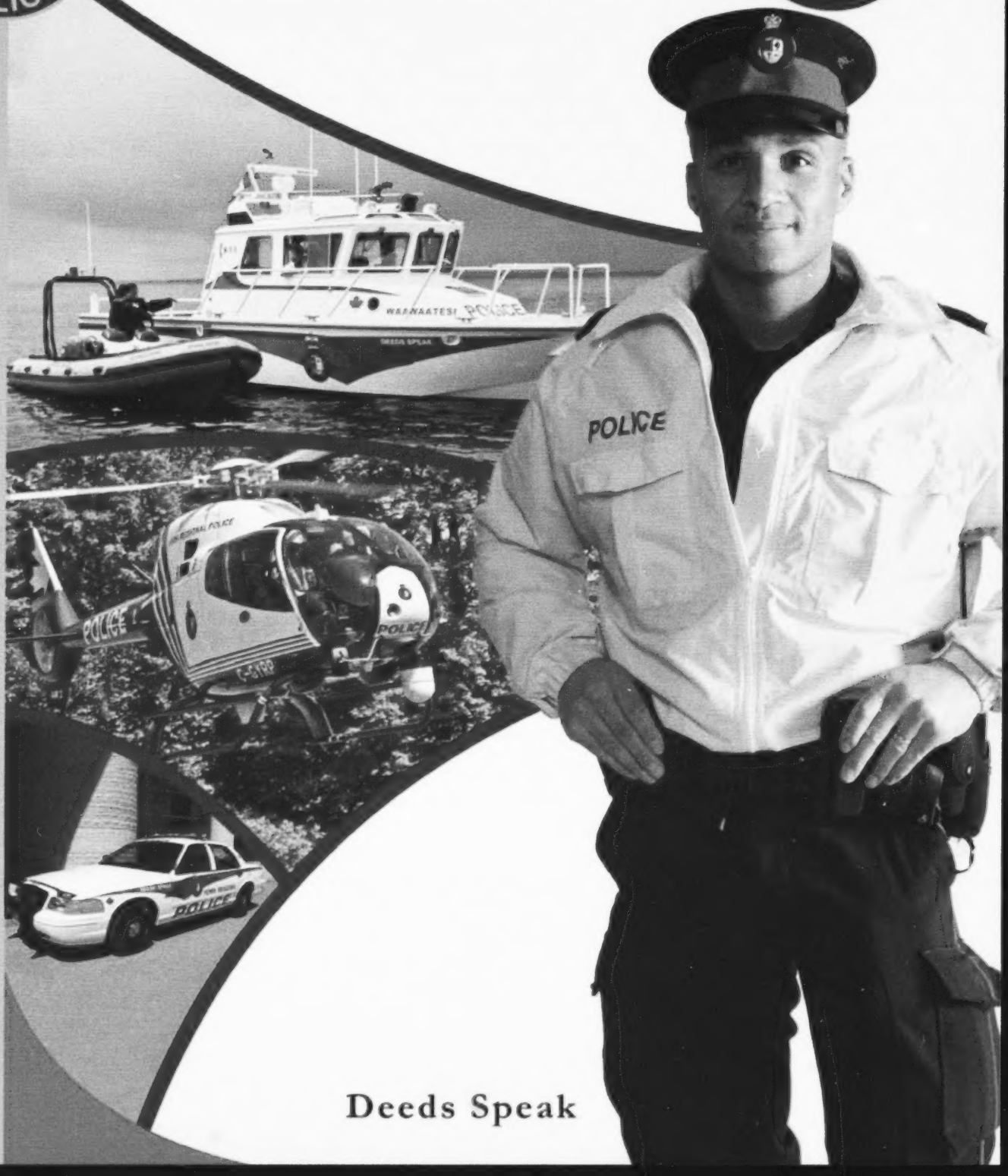
2011 Annual Report

CELEBRATING 40 YEARS
Deeds Speak
1971 - 2011



Deeds Speak

Our Vision

To make a difference in our community

Mission Statement

We will ensure our citizens feel safe and secure through excellence in policing

Shared Values

Our People

We foster a work environment of respect,
open communication, empowerment and inclusivity

Community

We engage our citizens and are
dedicated to providing quality service

Integrity

We are ethical and respectful in all we say and do

Leadership

We are leaders in policing and all lead by example

Accountability

We accept responsibility for our actions

Competence

We are committed to excellence, professionalism, learning and innovation

Teamwork

We succeed by working together and in partnership with our community

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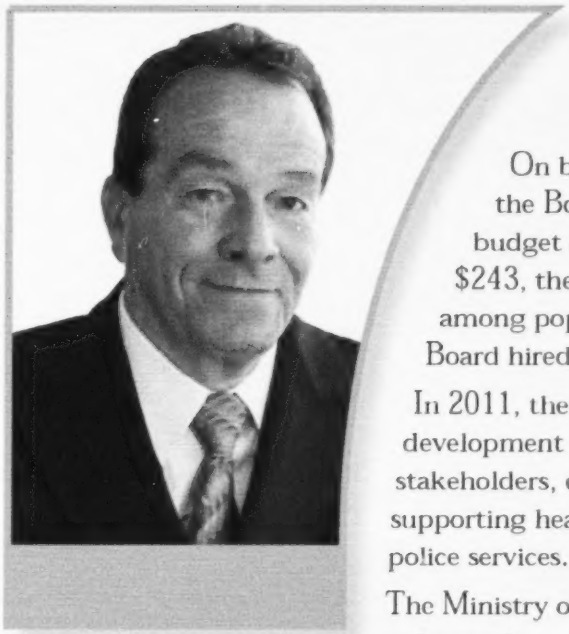
MESSAGE FROM THE CHAIRMAN



Chairman Danny Wheeler

The Regional Municipality of York
Police Services Board

On behalf of the Police Services Board, I am pleased to present the Board's achievements in 2011. The Board approved a budget of $239.2 million for York Regional Police in 2011. At $243, the cost of policing per capita remains one of the lowest among populations of over one million residents. In March, the Board hired Superintendent Thomas Carrique as Deputy Chief.

In 2011, the Board approved the 2011-2013 Business Plan. Its development was a collaborative process involving numerous stakeholders, citizens and council members. Key goals include supporting healthy communities and providing inclusive and equitable police services.

The Ministry of Community Safety and Correctional Services conducted an inspection of the Police Services Board's policies and practices in 2011. The Board was found to be in compliance with provincial standards and was commended for its comprehensive business plan development process.

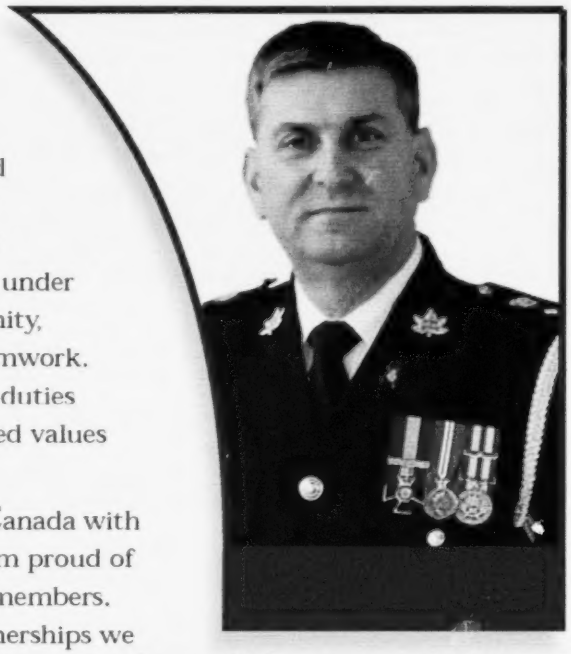
The Board's policy on diversity ensures that policing in York Region is fair and inclusive and representative of the communities we serve.

My tenure on the Board ended in January 2012. I would like to thank the Board for its vision and leadership and its support throughout the years. I would like to congratulate my successor, Chair Frank Scarpitti, who will lead the Board in achieving continued success in police oversight and governance.

MESSAGE FROM THE CHIEF OF POLICE

Chief Eric Jolliffe

M.O.M., BA, CMM III

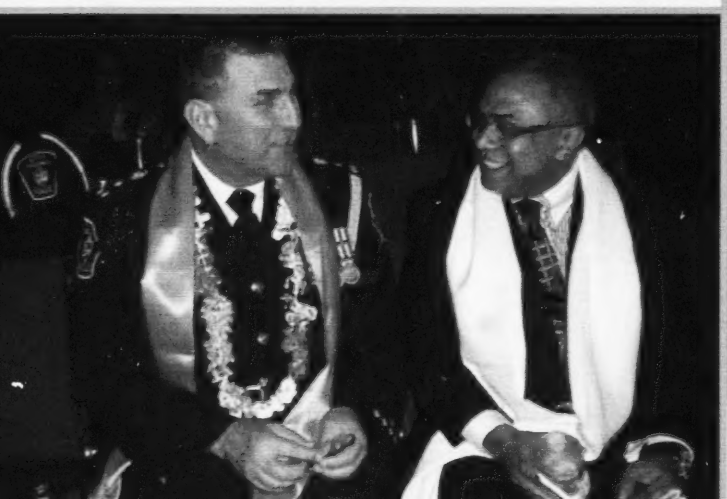


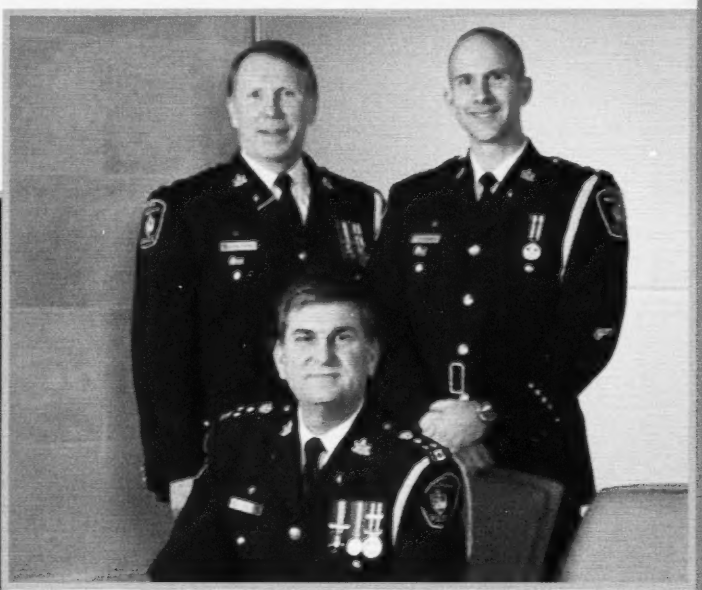
On behalf of all the dedicated and hardworking men and women of York Regional Police, I am pleased to present the 2011 Annual Report. This year we have highlighted some of our operational and community-based successes under the categories of our shared values: Our people, community, integrity, leadership, accountability, competence and teamwork. Members of York Regional Police strive to perform their duties and their important community work by living our shared values each and every day.

York Region remains among the safest communities in Canada with the overall crime rate dropping 6.6 per cent in 2011. I am proud of this acheivment and the work of our sworn and civilian members. I know it would not be possible without the strong partnerships we share with our residents, businesses, community organizations, the Regional Municipality of York Police Services Board and our regional and local councils.

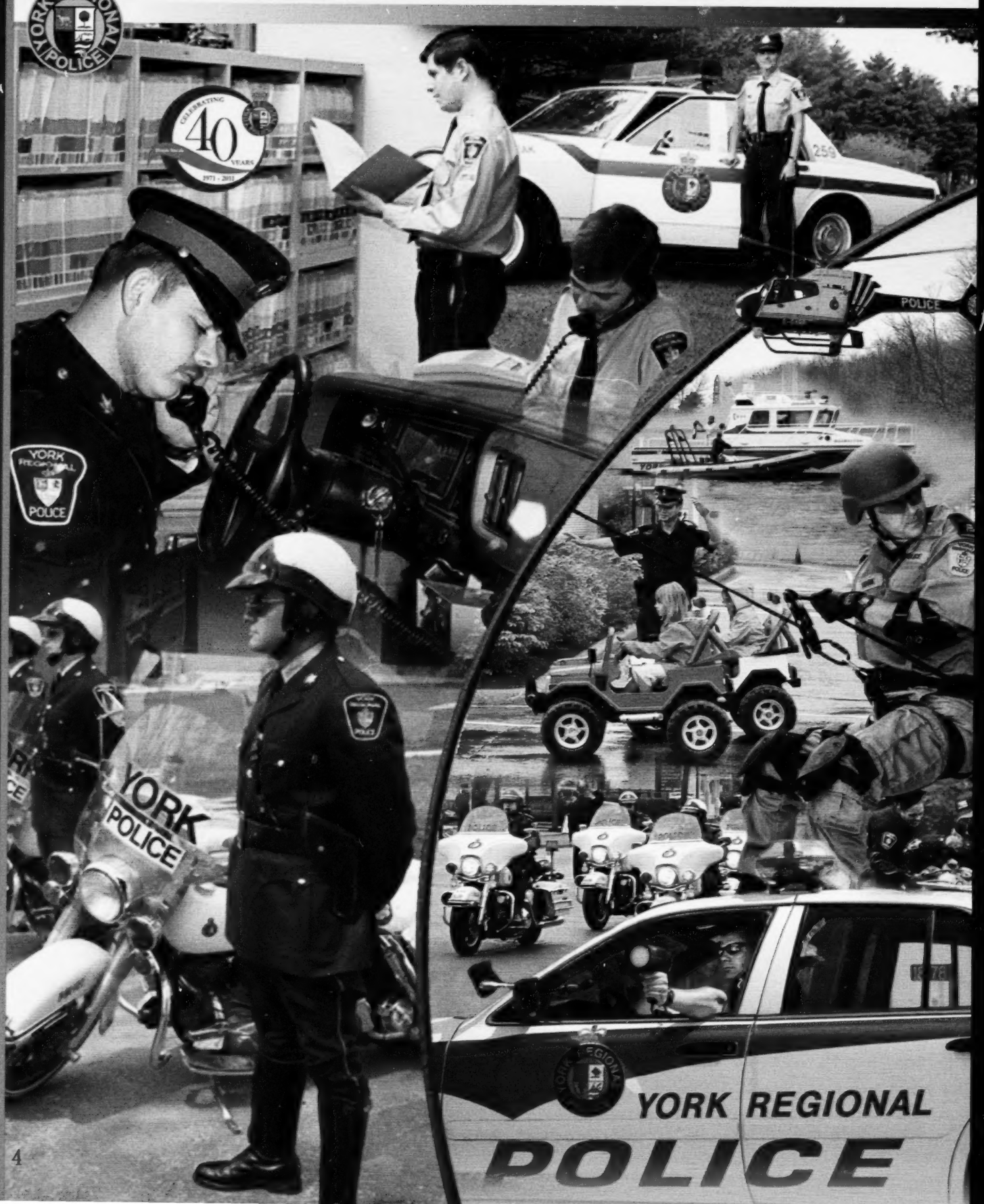
Deputy Chief Bruce Herridge, Deputy Chief Thomas Carrique and I are committed to continuing to serve our unique and diverse region with leadership and innovation as we build an organization that is vision-inspired, mission-focused and values-driven. Our people and our community are two important pillars in this vision. We understand we are all in this together, creating a stronger, healthier and safer York Region.

Deeds Speak.



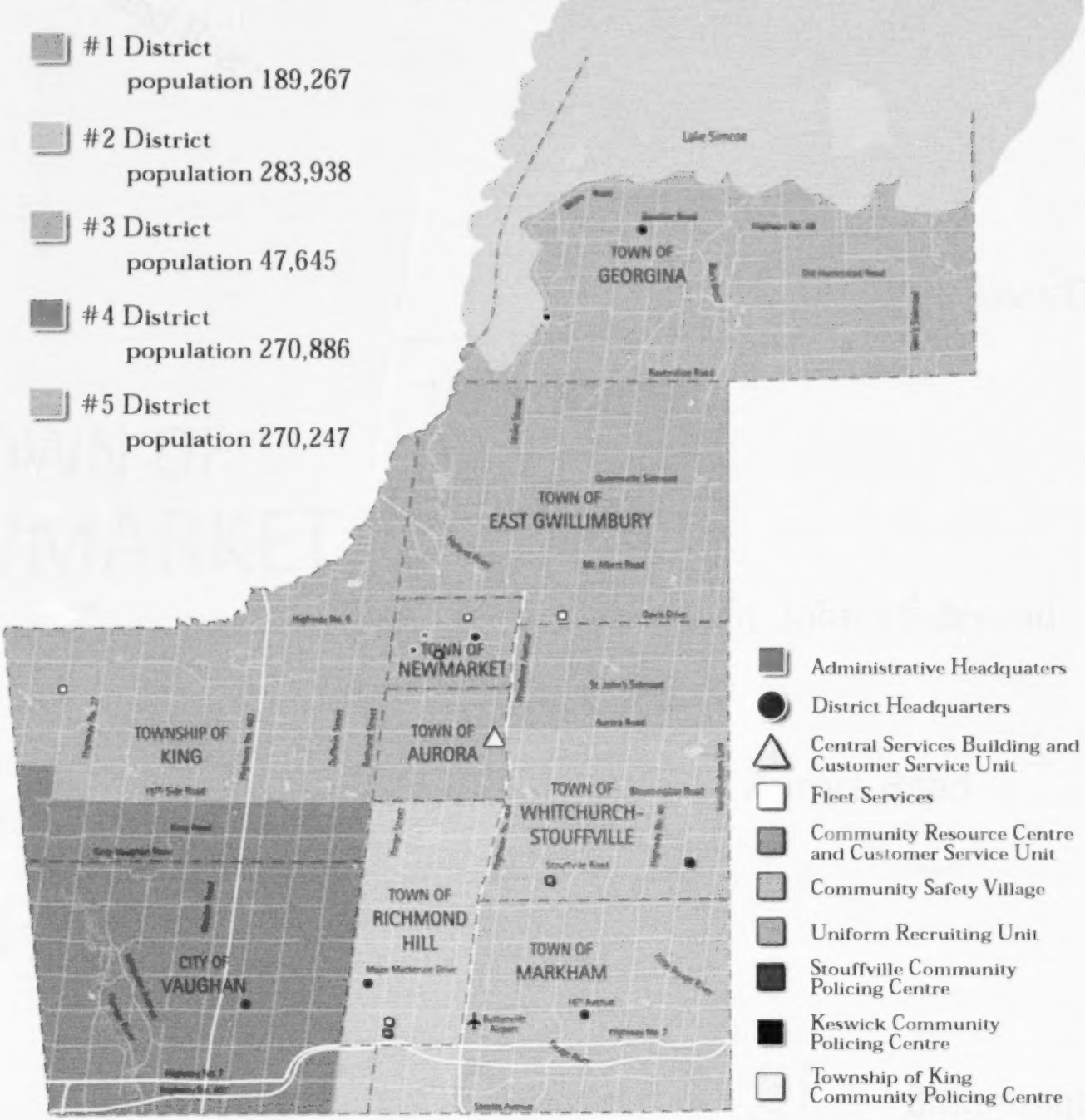


Vision-inspired Mission-focused Values-driven



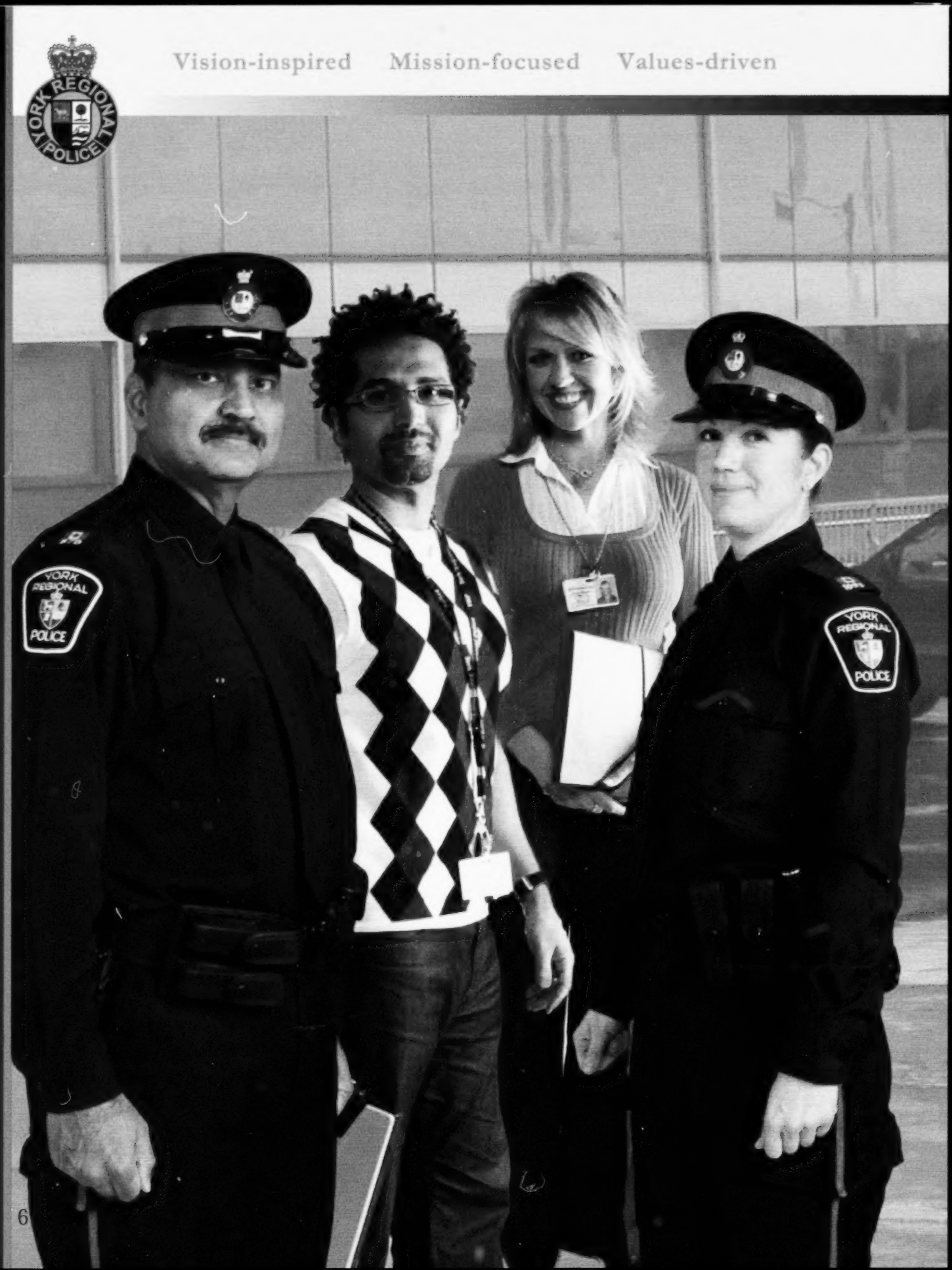
MAP OF YORK REGION

- #1 District
  population 189,267
- #2 District
  population 283,938
- #3 District
  population 47,645
- #4 District
  population 270,886
- #5 District
  population 270,247



- Administrative Headquaters
- District Headquarters
- Central Services Building and Customer Service Unit
- Fleet Services
- Community Resource Centre and Customer Service Unit
- Community Safety Village
- Uniform Recruiting Unit
- Stouffville Community Policing Centre
- Keswick Community Policing Centre
- Township of King Community Policing Centre
- The Tannery Traffic Court
- Ontario Court of Justice
- Richmond Hill Traffic Court

Vision-inspired Mission-focused Values-driven



OUR PEOPLE

We foster a work environment of respect, open communication, empowerment and inclusivity

York Regional Police values its dedicated members, both sworn and civilian, and senior command is committed to supporting programs and initiatives that assist our staff and help us connect with our members.

40th Anniversary Barbecue

More than 800 York Regional Police members and their families celebrated our 40th anniversary with a barbecue and family fun day at the Community Safety Village in August. Sponsored by the Police Appreciation Night Committee, the barbecue featured plenty of food and family-friendly activities, including magicians, face painting, scavenger hunts, motorized mini-cars and bouncy castles. Live music and a show by Air2 wrapped up the day's events.

Many of our police units were present and performed demonstrations, including those most popular with the under-10 crowd such as the Canine, Emergency Response Units and the Forensic Identification Units.

Chief's Commitment to Communication

In the summer of 2011, Chief Eric Jolliffe introduced his column in our internal newsletter, the e-BOOK, providing members with relevant information and important updates on the organization's strategic and operational direction. When warranted, Chief Jolliffe communicates directly with all members via email to advise them of difficult or sensitive issues to ensure all members receive the information they need.

Chief Jolliffe also visited uniform requalification, civilian development seminars and a number of leadership courses to speak with our members, giving them the opportunity to provide feedback and ask questions on the issues that matter to them.

The Chief continues to reinforce, both in person and through internal communication channels, that he is always accessible by email and phone to answer the questions and concerns of both our members and members of the public.

Today my house was broken into. Officer Sebastian Cultrera called my wife as soon as he was notified of the case and Constable Keeley Collins stayed with her to check on what had been stolen. Her company helped calm down our anxiety. We were surprised again when Constable Collins told me the thief had been caught and our stuff found. I couldn't believe the case was solved within hours. We count ourselves lucky to have so many dedicated and professional officers to protect us.

Italian – Oggi mi sono entrati in casa. Il poliziotto Sebastian Cultrera ha contattato mia moglie non appena ne è venuto a conoscenza e Constable Keeley Collins è rimasta con lei per fare un controllo su cosa fosse stato rubato. La sua compagnia ci è stata di aiuto per calmare l'ansia. Siamo rimasti di nuovo sorpresi quando Constable Collins mi ha informato che il ladro era stato catturato e la refurtiva recuperata. Non posso credere che il caso sia stato risolto in così poche ore. Ci riteniamo fortunati ad essere circondati da tanti poliziotti attenti e qualificati che ci proteggono.

Member Input

The Planning and Research Unit implemented several initiatives in 2011 to obtain feedback from our people. Input gathered through regular surveys, the Chief's breakfast meetings and various focus groups is incorporated into the development of policies and procedures across our organization.

Members of the Planning and Research Unit also facilitated YRP-member participation in the National Police Work-Life Balance Survey conducted by Carleton University. York Regional Police realizes that the well-being of our staff is vital to protecting the community and delivering quality service to the citizens of York Region. Our members have told us that maintaining a healthy balance between work and family life is a high priority and therefore critical to our success as an organization. Survey results will give us access to valuable information on the health and well-being of our members, which will assist us in implementing beneficial policies and programs.

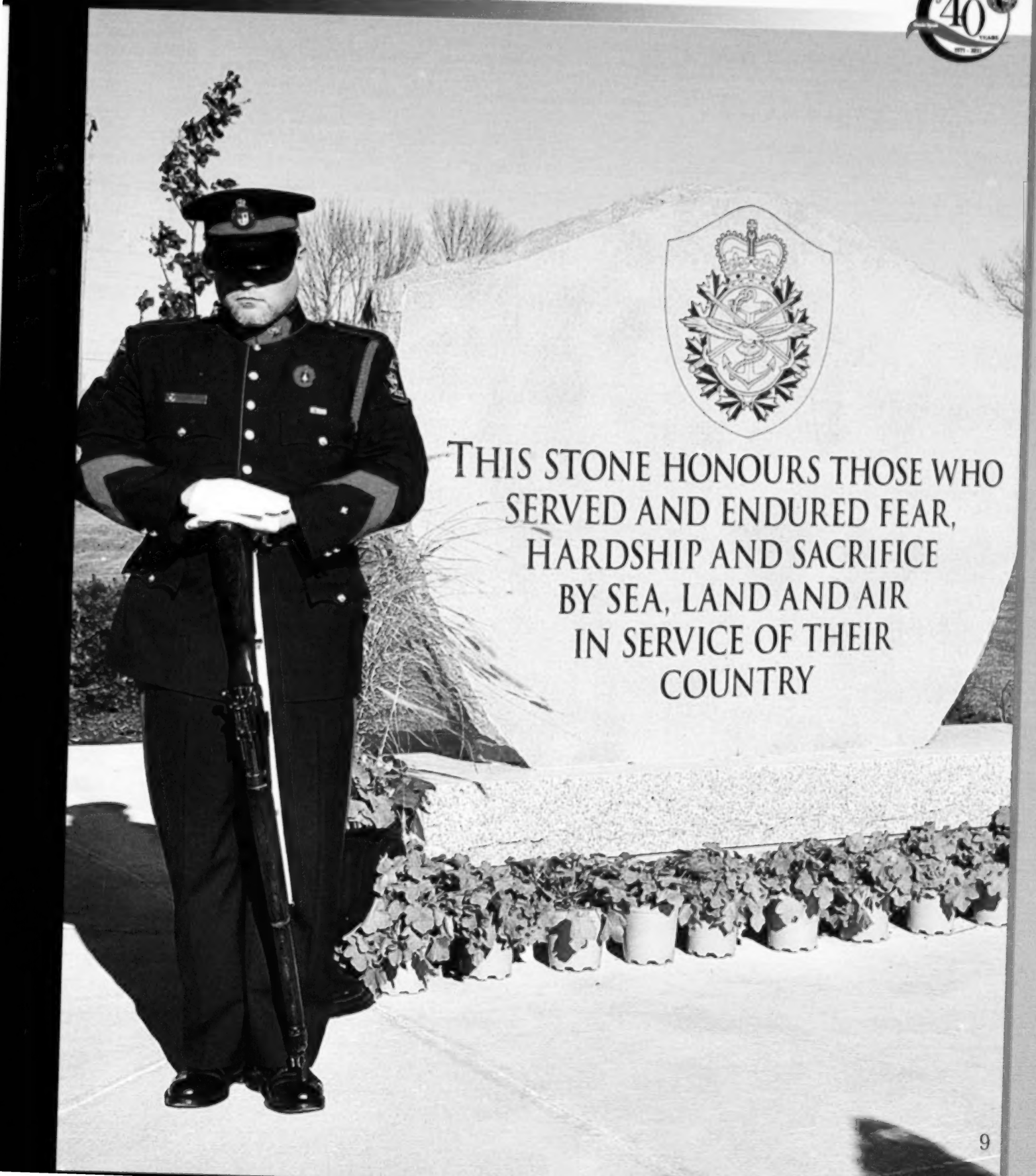
Healthy from the Neck Up

Members of the York Region Critical Incident Stress Management (CISM) Team increased its activities in 2011 to ensure assistance is available for emergency responders following a critical incident. The CISM Team mandate is simple: Keep our members healthy from the neck up.

Founded following the shooting death of an armed suspect in a bar in 1984, then-Constable Brad McKay realized there was little support for emergency services personnel responding to traumatic, disturbing incidents like homicides, suicides, child deaths and serious and fatal motor vehicle collisions.

The 40-member team is a multi-discipline organization and members include police, fire, Emergency Medical Services staff, trauma nurses, a medical doctor, health care professionals, supplemental peer counsellors and members of the clergy.

In 2011 the team conducted 86 interventions and offered a one-day seminar to emergency responders and their families, entitled Emotional Survival.


THIS STONE HONOURS THOSE WHO
SERVED AND ENDURED FEAR,
HARDSHIP AND SACRIFICE
BY SEA, LAND AND AIR
IN SERVICE OF THEIR
COUNTRY

COMMUNITY

We engage our citizens and are dedicated to providing quality service

For members of York Regional Police, connecting with our community is always a priority and our organization continues to find new and innovative ways to engage citizens.

Recognition Stone

In November, York Regional Police proudly unveiled the Recognition Stone, a tribute to Canadian Forces personnel both past and present, at #3 District Headquarters in the Town of Georgina.

More than 200 veterans, peacekeepers, current military personnel, police, fire and Emergency Medical Services members and local citizens, attended the unveiling.

The Recognition Stone serves as a permanent gathering place to honour the sacrifices of Canadian Forces personnel. All residents are invited to stop by any time to pay tribute to those who fought or are fighting for our freedom.

The impressive granite structure was funded by the Police Appreciation Night dinner committee who ensure veterans and currently serving soldiers attend the evening each year as guests. The stone bears a crest called the Tri-Services Badge, representing the Army, Air Force and Navy.

The Recognition Stone has been registered in the National Inventory of Canadian Military Memorials so Canadians can learn more about the sacrifices made by our military personnel.

Social Media

In an effort to communicate with citizens more effectively, York Regional Police entered the world of social media with Facebook, Twitter and YouTube accounts in 2011. These platforms provide an opportunity to engage residents in two-way dialogue with police while aiding in the prevention and solving of crime.

Using platforms that are mobile-based, we are endeavouring to engage residents in the formats they are using to provide them with timely and relevant information at their fingertips regardless of their location.

While still maintaining strong relationships with traditional media members, corporate use of social media is being operated by Media Relations Officers out of the Corporate Communications Bureau.

Sergeant Kelly Bachoo, thank you for everything you have done over the past few months to help us and co-ordinate the many Chief for a Day events. This experience is one that we will never forget. Carmen told us the other day that her take-away from the experience was that police do so much to help in the community, not just hand out tickets. They are our friends and deserve respect from everyone. Not bad for an 11-year-old.

Traditional Chinese – 警長 Kelly Bachoo，感謝您在過去數月所做的一切，幫助我們並聯繫各界領袖舉辦整天的活動，相信所有人都不會忘記這次經驗。Carmen後來告訴我們她從那次經驗所學到的，是警察為這個社區作出了許多貢獻，而非單單發罰款傳票，他們是我們的朋友，值得每一個人尊重。這樣的話出自一個11歲小朋友，實在是不錯了。

King Community Policing Centre

In August, York Regional Police and the Township of King were proud to open the Community Policing Centre on Main Street in Schomberg. The goal of the co-operative venture is to improve police visibility in the community and strengthen the standards of safety and quality of life through the work of dedicated volunteers who staff the centre.

The centre's volunteers support the work being done by York Regional Police officers by providing professional and customer-focused service.

The relationships created in the King community through the centre assists York Regional Police in developing crime prevention and education programs that meet our citizens' safety needs.

Crime Prevention Map

In December, York Regional Police launched the comprehensive online Crime Prevention Map. The geo-mapping tool, available from the yrp.ca homepage, is a way of mobilizing citizens so they can act as partners with police in fighting crime and building safer communities by seeing what is going on in their neighbourhoods at any given time.

The system allows close to real-time reporting to our community which is consistent with our organizational value of accountability. The purpose of the map is to engage and inform citizens with an overview of police activity.

Users can see our proactive policing efforts and crime prevention initiatives mapped by location, as well as such crimes as break and enters, thefts, theft of vehicles, thefts from vehicles, homicides, robberies, assaults, sex offences, arsons, missing persons, weapons offences, traffic enforcement and liquor and drug offences.

The online map is contained within a window that provides crime prevention tips to help residents avoid becoming victims of crime. Online resources include safety tips for kids, teens and parents, personal safety, business safety, road and vehicle safety and safety in the home.

Members of the public can also sign up to receive crime alerts. This service is free and provides customized reports via email. Having a well-informed community is effective in reducing crime.

Vision-inspired Mission-focused Values-driven

INTEGRITY

We are ethical and respectful in all we say and do

The York Regional Police Executive Command Team is leading members by living the vision, mission and values of our organization every day. They established several programs to educate our officers on our Code of Professional Ethics and values-based decision making. We also created specialized units to ensure our most vulnerable are served to the very best of our ability and are treated with dignity and respect.

Values-based Training

Every new recruit class is trained specifically in values-based decision making by members of the Training and Education Bureau. Instructors challenge the recruits to consider our mission, vision and values and align them with their own personal morals. They're asked to remember why they decided to become police officers – to help people, to give back to the community, to make the world a better place – and to identify corresponding organizational values they can rely on when making tough decisions.

Our Most Vulnerable Citizens

Community Services is a demonstrated provincial leader in responding to the needs of specific sectors of our community that are more vulnerable. We believe every resident of York Region deserves to be treated respectfully and we strive to be mindful of the varying challenges many of our citizens face.

Integrated Domestic Violence Unit - We are very proud of the steps we are taking to improve outcomes for the victims of domestic violence. The Integrated Domestic Violence Unit (IDVU) has completed its first year and the results have been impressive. Partnerships with community agencies such as Victim Services of York Region and local shelters have strengthened our common goal of holistically supporting victims of domestic violence. Since the inception of IDVU, more cases have been identified as high-risk domestic incidents and that has led to improved offender management, victim safety strategies and successful prosecutions in court. This is a significant accomplishment as we move ahead in an integrated fashion to better support victims of domestic violence.

I am writing this letter to express my immense gratitude for what I believe to be an officer's exemplary performance with respect to his treatment of members of the public. My 17-year-old son was involved in an automobile accident which he unfortunately caused when he struck the car in front of him. He was subsequently charged with Careless Driving. I believe Constable Houman Kaveh demonstrated a very high degree of professionalism in his response to the situation and particularly in his treatment of both parties.

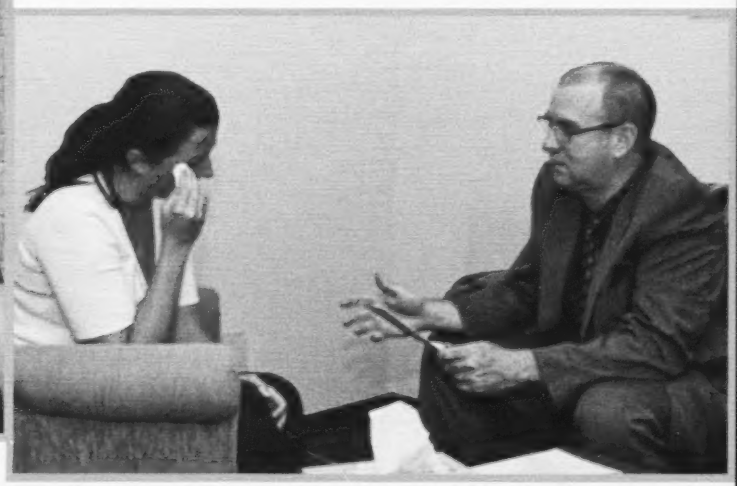
Russian – Я пишу настоящее письмо, чтобы выразить свою огромную признательность за то, что я считаю образцовым поведением официального лица, с точки зрения его обращения с членами общества. Мой 17-летний сын стал участником автомобильной аварии, которую он, к сожалению, вызвал, въехав в находящуюся перед ним машину. Соответсвенно ему было предъявлено обвинение в «неаккуратном вождении». Я полагаю, что констебль Houman Kaveh продемонстрировал очень высокую степень профессионализма при своем рассмотрении данной ситуации и, в частности, в его обращении с обеими сторонами.

Persons with Disabilities Safety Officer - The position was created in 2011 to act as a liaison between police and people with disabilities and their advocates. The officer is tasked with the development of safety programs and messages to citizens with special needs. In 2011, York Regional Police hosted two family fun days for people with autism and special needs, providing both participants and their families with education and information on services, crime prevention and safety tips.

The Persons with Disabilities Safety Officer also manages the Project Lifesaver program, a unique approach to ensuring that persons who habitually wander from home are found as quickly as possible. At-risk residents wear an electronic tracking device that has been proven to save lives because it leads responding Search and Rescue officers to the missing person in minimal time. The Project Lifesaver team is trained to approach the person in order to gain their trust and put them at ease for the trip home.

Seniors Safety Officer - The York Regional Police Seniors Safety Officer is dedicated to educating and supporting our growing seniors population and delivers dozens of safety and crime prevention presentations every year. Cases of suspected elder abuse are reviewed by the Seniors Safety Officer who then reaches out to seniors' organizations and community groups to recommend follow-up care and additional support where necessary.

Mental Health Support Team - York Regional Police has also established the Mental Health Support Team, a mobile unit which offers a co-ordinated response to individuals, in partnership with hospital staff and community crisis workers at the York Support Services Network. The primary objective of the team, which consists of a plainclothes officer and a civilian crisis worker, is to reduce the risk of harm to those suffering from a mental health crisis, to offer support and resources to mental health clients and their families and enhance public and officer understanding and public safety.



POLICE
POLICE
160

LEADERSHIP

We are leaders in policing and all lead by example

York Regional Police is ensuring our future leaders will have the training and experience they need to lead our organization in the coming years.

Leadership Training

Three leadership courses were developed in 2011 to provide our people with the theory and skills they need to ensure we remain a national leader in crime prevention, law enforcement and community policing.

The Leadership in Action course offers advanced leadership skills for experienced police supervisors, providing insight at the personal, team, organizational and community level. The course focuses on five practices of exemplary leadership designed to improve processes across the organization.

The Supervisors Knowledge, Skills, and Development course for sworn and civilian supervisors provides members with specific skills for leadership, team building, risk management, business writing and performance management. Sessions include important information on critical incident response and incident command, departmental motor vehicle collision investigations, media relations, crime scene preservation and the Special Investigations Unit.

The Command Development Program provides officers with leadership development opportunities through secondments and supervisory opportunities. The goal is to enhance succession planning and performance management by giving officers the opportunity to increase their level of responsibility, experience and skills.

By providing our people with learning and development opportunities that support their personal commitment to continuous improvement, we are ensuring York Regional Police continues to be led by some of the most talented police leaders in Canada.

Leading by Example

Many of our members are making a difference in the lives of those less fortunate, both in our community and half a world away. It is impossible to recount every initiative our members are involved in, but the following are a few examples of work done in 2011.

Following the devastating earthquake and tsunami in Japan in 2011, #4 District Constable

I would like to extend our profound gratitude to you for arranging the Grow-op Awareness presentation for our senior managers. Our team was very impressed with the detail and the effectiveness of Detective Sergeant Dieter Boeheim's presentation and the common-sense information will help us to detect, and prevent, these establishments from being set up. We are proud our police service has a proactive and community-based approach to the prevention of crime.

Farsi - من مایلیم از شما بابت ارائه سخنرانی افزایش آگاهی پیرامون منطقه کشت ماری جوانا (Grow Op Awareness) برای مدیران ارشد ما صمیمانه تشکر و قدردانی نمایم. تیم ما از تمامی جزئیات و اثربخشی سخنرانی کاراگاه گروهبان دیتر بوهیم (Dieter Boeheim) رضایت داشتند و اطلاعات مربوط به قضاوت صحیح به ما در کشف و پیشگیری از سازماندهی این نوع اقدامات کمک خواهند کرد. خدمات پلیس جنبه پیشگیرانه و جامعه محور در راستای پیشگیری از بروز جرم می باشند.

Brienna Ross, a five-year veteran of York Regional Police and a volunteer emergency responder with GlobalMedic, travelled to Japan to assist. During her trip, she distributed nine water purification units which provide up to four litres of clean drinking water per minute, and more than 22 tonnes of material and food aid was purchased and delivered. But YRP assistance didn't end there. Under the fundraising direction of #5 District Administrative Assistant Winnie Wales, a cheque for $7,000 was presented to GlobalMedic in June.

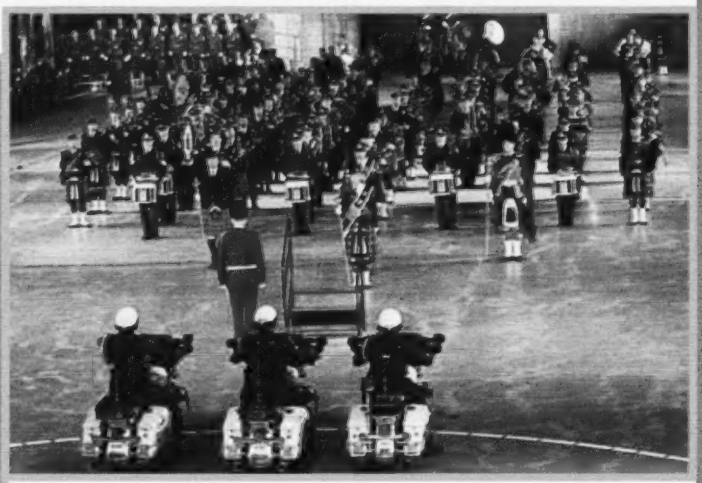
School Resource Officer Constable Paul Marisette has been mentoring and assisting youth in his community since 2002. After seeing a display urging people to donate to a children's orphanage in China in 2010, he took his involvement to the next level, using his annual vacation to fly to China to volunteer at the orphanage. He returned in 2011 bearing books, DVDs and toys collected with the help of his Community Services colleagues.

Closer to home, we partner with a variety of community organizations in fundraising activities or community events. #5 District held its first Graffiti Clean-Up Day in 2011, co-ordinating volunteers from five local high schools, the Towns of Markham and Whitchurch-Stouffville and Home Depot employees.

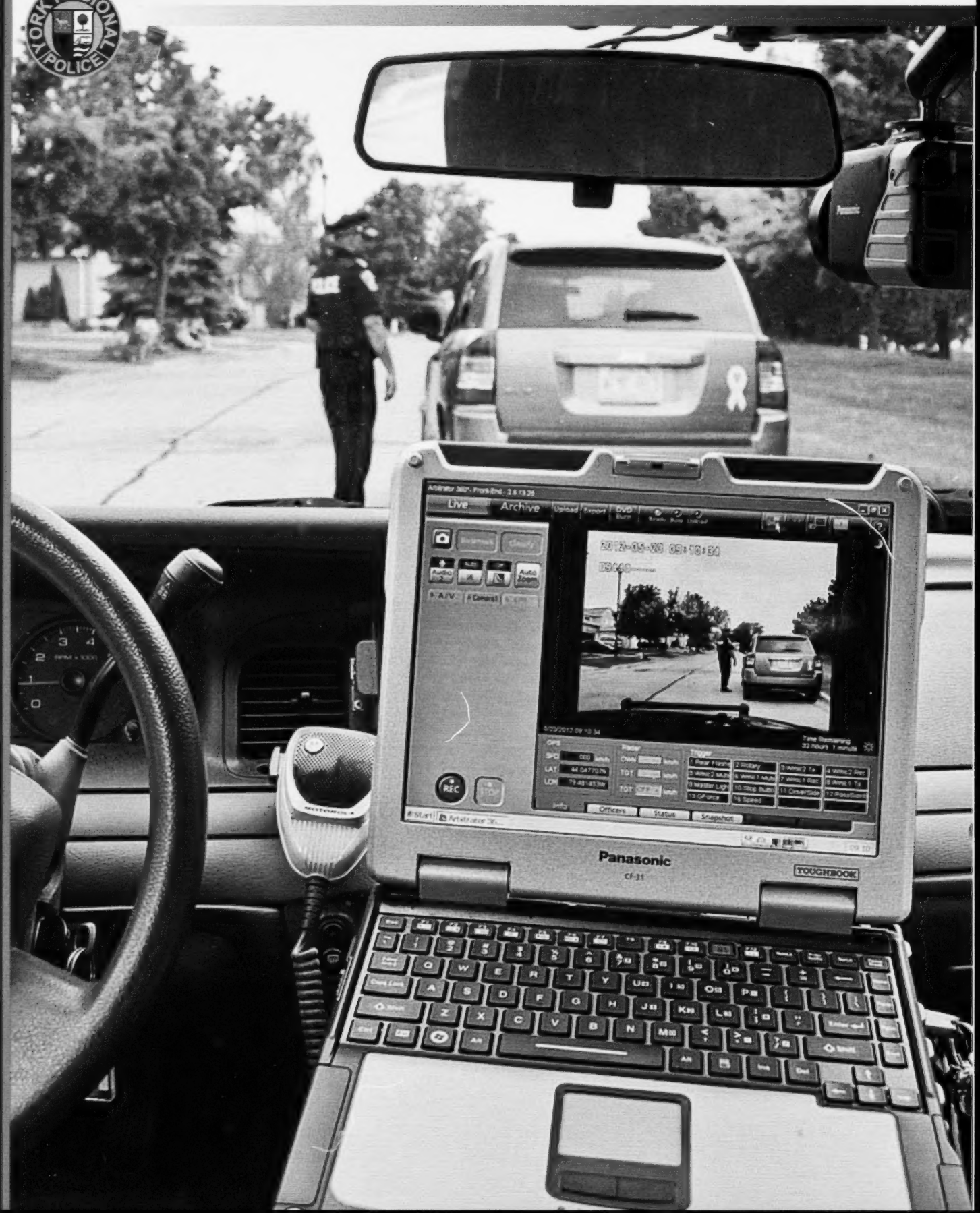
Our members support Special Olympics Ontario through the annual Rob Plunkett Memorial Torch Run and the 2011 Military Tattoo. We routinely shave our heads for Cops for Cancer and have raised thousands of dollars for cancer research and care for family members through the annual Clubs for Cancer golf tournament. We participate in the Weekend to End Breast Cancer and Run for the Cure events. We bowl for Big Brothers Big Sisters of York Region, support women's shelters through donations of toys and clothing and since 2008, our Holiday Heroes campaign has raised more than $450,000 worth of food and toys to assist local families right here in York Region.

York Regional Police Volunteers

York Regional Police acknowledges the dedication of our volunteer groups and their continued commitment to making a difference in our community. In 2011, our 500 volunteers donated more than 280,000 hours in our community.



Vision-inspired Mission-focused Values-driven



ACCOUNTABILITY

We accept responsibility for our actions

York Regional Police strives each and every day to be accountable to our community and transparent in all our duties. In 2011 we took several steps to ensure our officers and civilian staff take both pride and responsibility for their actions and that our organization moves forward with systems and policies to further that goal.

In-car Cameras

York Regional Police began the roll-out of the new in-car camera system for police cruisers in the fall of 2011. The $2.1 million system is an exciting example of our commitment to professionalism and transparency.

Officers are now able to provide the courts with video evidence of illegal activity and that should improve the outcomes of criminal cases. The system also enhances officer safety, reduces unwarranted or vexatious complaints, simplifies incident review and ensures our officers are accountable.

Officers say they like the benefit of having proof of a subject's behaviour during a call and they believe the system is resulting in the de-escalation of volatile situations because the subject knows he/she is being recorded.

Each vehicle is equipped with one dash-mounted and one rear-seat camera and two microphones - one in the vehicle and a wireless microphone worn by the officer that can record interactions with the public more than 1,000 feet away from the cruiser itself. Activities that will automatically trigger the system include engaging the cruiser's master lights, rotary lights or rear flashers, reaching a speed of 130 kilometres per hour and when a sensor is activated as a result of a collision. Both the microphone and the video recorders can be turned on manually by officers at any time and the video recorder, once activated, will have already recorded 30 seconds prior to the trigger.

The video is automatically uploaded from the cruisers at the end of each shift and then centrally stored and indexed.

A 16-person implementation team, with members from areas including the Information Technology Bureau and the Technical Support, Fleet and Video Services Units, is working hard to ensure every frontline vehicle is equipped with an in-car camera by 2013.

Constable Jen Meacham, you gave what was a terrible situation a positive outcome. You were patient and kind with me and proactive and professional in your duties. You seemed to understand very clearly the human factor. In short, you simply care about the people that need your help and about doing your job to the best of your ability. Words cannot express the gratitude I feel towards you for all of your help. I have the utmost respect for you and what you do.

Punjabi - ਕਾਂਸਟੇਬਲ ਜੇਨ ਮੈਕਮ (Jen Meacham), ਤੁਸੀਂ, ਭਿਆਨਕ ਸਥਿਤੀ, ਤੋਂ ਇੱਕ ਸਕਾਰਾਮਕਤ ਨਤੀਜਾ ਦਿੱਤਾ। ਤੁਸੀਂ ਧੀਰਜਵਾਨ ਅਤੇ ਮੇਰੇ ਪ੍ਰਤੀ ਕਿਰਪਾਲੂ ਸੀ ਅਤੇ ਅਗ੍ਰਸਕ੍ਰਿਅ ਸੀ ਅਤੇ ਆਪਣੇ ਫਰਜ਼ ਦੇ ਪ੍ਰਤੀ ਪੇਸ਼ੇਵਰ ਸੀ। ਤੁਸੀਂ ਮਨੁੱਖੀ ਕਾਰਕ ਨੂੰ ਬੜੀ ਚੰਗੀ ਤਰ੍ਹਾਂ ਸਮਝਦੇ ਹੋਏ ਪ੍ਰਤੀਤ ਹੁੰਦੇ ਸੀ। ਸੰਖੇਪ ਵਿੱਚ, ਬਸ ਤੁਸੀਂ ਉਨ੍ਹਾਂ ਲੋਕਾਂ ਦੀ ਪਰਵਾਹ ਕਰਦੇ ਹੋ ਜਿਨ੍ਹਾਂ ਨੂੰ ਤੁਹਾਡੀ ਮਦਦ ਦੀ ਲੋੜ ਹੈ ਅਤੇ ਆਪਣੀ ਵੱਧ ਤੋਂ ਵੱਧ ਯੋਗਤਾ ਦੇ ਮੁਤਾਬਕ ਆਪਣਾ ਕੰਮ ਕਰਨ ਵਿੱਚ ਵਿਸ਼ਵਾਸ ਰੱਖਦੇ ਹੋ। ਤੁਹਾਡੀ ਹਰ ਪ੍ਰਕਾਰ ਦੀ ਮਦਦ ਲਈ ਜੋ ਸ਼ੁਕਰਗੁਜ਼ਾਰੀ ਮੈਂ ਤੁਹਾਡੇ ਲਈ ਮਹਿਸੂਸ ਕਰਦਾ ਹਾਂ ਉਸਨੂੰ ਮੈਂ ਸ਼ਬਦਾਂ ਵਿੱਚ ਬਿਆਨ ਨਹੀਂ ਕਰ ਸਕਦਾ। ਮੇਰੇ ਮਨ ਵਿੱਚ ਤੁਹਾਡੇ ਅਤੇ ਤੁਹਾਡੇ ਕੀਤੇ ਕੰਮਾਂ ਦੇ ਪ੍ਰਤੀ ਇਤਹਾਈ ਸਨਮਾਨ ਹੈ।

Identifying Risks

The Risk Management Unit, created in 2011, is responsible for the development, oversight and tracking of risk initiatives pertaining to strategic and operational activities, while developing a culture of critical thinking within the organization and implementing an integrated approach.

An important goal for the new unit is increasing the level of involvement of our members in the identification and management of risks and their root causes.

We are engaging and challenging our members to identify issues in their workplaces and in the services they deliver and providing them with an opportunity to make suggestions and improvements.

Increased awareness results in limiting potential risks. Members of the unit also support the organization as a whole with ongoing training, monitoring and evaluation.

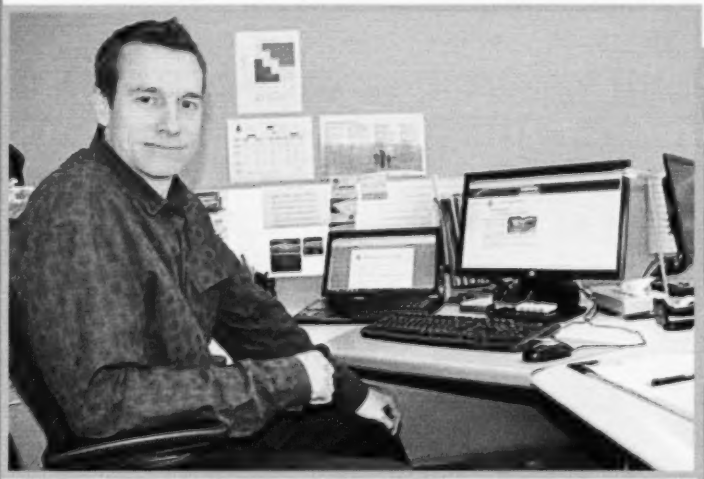
GO Reader Unit

The General Occurrence (GO) Reader Unit was created in January 2011 within Information Management to improve the quality of information going from our investigators to the Crown Attorney's Office.

The main purpose of this unit is to ensure strict review of general occurrence reports created by officers to improve efficiency, reduce potential liability to the organization and ensure every case folder going to the courts is complete and accurate.

Essentially a quality-control function, officers and civilian staff identify any missing information or items that may require further follow-up.

In support of the Justice on Target protocols, the unit's creation has significantly reduced disclosure issues at the courts, as well as the number of folders that are incomplete for first court appearances.



POLICE
POLICE

COMPETENCE

We are committed to excellence, professionalism, learning and innovation

York Regional Police is comprised of 1,461 sworn police officers and 530 civilian members who provide policing services to more than one million residents living in York Region. The region is divided into five District Headquarters and each responds to the unique needs of their communities. Patrol boundaries and District population numbers can be found on page 5.

#1 District

In August of 2011, residents living in the central west area of the Town of Aurora woke to find 34 vehicles had been damaged overnight. Fortunately, frontline officers working in the area on an unrelated matter the night before had spoken to several males and they were able to identify them as suspects in the vandalism. Further investigation by the #1 District Criminal Investigation Bureau Property Crime Team resulted in the arrest of two male young offenders, who were charged with Mischief to Property in the slashing of 54 vehicle tires.

#2 District

In early 2011, #2 District Criminal Investigations Bureau members noted a sharp increase in the number of residential Break and Enters occurring in the Town of Richmond Hill. In response, officers developed a two-part strategy to deal with these crimes. Their primary objective was to reduce the number of residential entries by identifying and arresting those individuals involved and secondly, to conduct routine compliance checks to reduce recidivism by those accused released on court applied conditions.

The hard work of investigators helped identify 30 people of interest, 24 of whom were eventually arrested and charged with Break and Enter and other Criminal Code offences.

#3 District

Crimes against property and traffic safety are top concerns for residents living in the Town of Georgina, an area known for its swelling population during the summer months.

Members of the Marine Unit and the #3 District Community Oriented Response Unit promoted summer safety through a variety of community and enforcement initiatives in 2011. The Marine Unit held their annual Boater Information Day, educating boaters about boating safety, increased

This morning I had to call 9-1-1, as someone was trying to enter my home. The person I spoke with on the telephone, Call Taker Christina Horne, was very calm and professional. I was hysterical, because I was very frightened and she stayed on with me until the officers arrived. Within one or two minutes Constables Haining Zhou and Colin Leung Hip were at my door and apprehended the person. We hear of so many complaints about police officers, I just wanted to say thank you.

Ojibway - ᑭᓚᐸ ᓂᵃᑭᐃᔨᑭᑭᑦ 911, ᐁᑭᐱᑲᐟᑫ ᐱᵃᑎᑲᐟᑲᔨᓚ ᐊᐟᐣᐠ ᓂᐟᑲᐃᑲᑲᓂᵇ, ᐠᐊᐠ ᑲᑭ ᑲᑲᘐᘐᵇ ᑭᑕᐟᐃᓂᵇ ᑲᐣᑎᘐ ᐊᐠᵃ, ᐟᐃᵃᑫ ᐱᐟ ᐟᐁᐟᐁᓂ ᑭᐃᔨᑭᑫ ᒣᑲ ᑭᑲᘐᔨᓂ. ᐟᐃᵃᑫ ᐁᑭᐅᒐᓂᒣᑕᒪᵃ, ᐊᓂᐢ ᐁᓴᑭᔨᔪᵃ ᒥᑕᐢ ᐃᐟ ᑲᐃᔨᐱᒥ ᑲᑲᘐᓂᔨᑲ ᑭᑕᐟᐃᓂᵇ ᐁᐅᵃᒋ ᐟᐃᑐᑲᐟᐃᔨᑲ <ᒪ ᑭᐱᑕᐟᔨᓄᐟᐊᑲ ᑕᐟᓂᐟᐁᐟᐃᓂᓂᐠᵇ. ᑫᒪ ᒪᐟᐃᵃ ᓂᔕᑎᐸᐃᑲᑲᐢ ᑭᐃᔨᔪᵇ ᐊᔪ ᑭᐱᑕᐟᔨᓄᐟᐊᑲ ᑕᐟᓂᐟᐁᐟᐃᓂᓂᐠᵇ ᐁᐅᓂᵃᑲ ᔨᐟᐃ ᑲᔪ ᐟᑲᑦᵃ ᓗᐟᐃᵃᑲ ᐃᐸ ᓂᐟᐊᑲᐃᑲᓂᵇ ᐁᑭᐅᑎᑎᑫᐟᐊᑲ ᐃᓂ ᑲᐱᑲᐟᑫᐱᵃᑎᑫᓂᔪ ᐊᐟᐣᐠ. <ᑎᐟᑫ ᑭᓄᵃᑕᒥᵃ ᐁᑫᐁᓂᒪᔨᐟᑲ ᑕᐟᓂᐟᐁᐟᐃᓂᓂᐠᵇ, ᔪᐟᑲ ᓂᐟᐃᵃᑕᵃ ᒥᐟᑫᐱ ᐁᐃᑭᓗᓇᵃ ᑲᑭᐱᐟᐃᓗᑲᐟᐊᑲ.

patrols along the popular waterfront and included an enhanced R.I.D.E. (Reduce Impaired Driving Everywhere) program for boaters.

The #3 District Community Oriented Response Unit increased their visibility in the community and incorporated education, awareness and enforcement in their Summer Safety initiative. Officers on bicycles patrolled neighbourhoods and parks and traffic signs were strategically placed on busy streets encouraging drivers to comply with posted speed limits and to be aware of pedestrians. Officers also participated in regular patrols with Town of Georgina bylaw officers during the three-month initiative.

#4 District

A commercial break and enter was the crime that brought down a group of professionals involved in jewelry thefts worth $2 million across Ontario and the Maritimes. Collaborating with police from the target areas, members of the #4 District Criminal Investigations Bureau Property Crime Team, acting on a vehicle description and plate number, identified several suspects. Investigators began surveillance to further their investigation. More than a year later, officers from #4 and #5 District Criminal Investigations Bureau Property Crime Teams were ready when the suspects entered a Vaughan jewelry store in December. As two suspects attempted to leave the business, police officers were waiting for them outside and they were arrested. More than $130,000 in jewelry was recovered.

#5 District

The #5 District Criminal Investigations Bureau investigated allegations of negligence of an 87-year-old woman under the care of Personal Support Workers. The Town of Whitchurch-Stouffville resident was totally dependent upon her worker and was unable to communicate. Her medical condition required the workers to use a mechanical lift to move her. Police were called after the woman had a bad fall using the lift and she required hospital treatment and 15 staples to close a head wound. Investigation revealed an improper lift was used. One of the senior's workers was charged with Criminal Negligence Causing Bodily Harm. Investigators also discovered the worker had attempted to cover up her actions by removing the improper lift from the room and replacing it with another before notifying a nursing supervisor.

IDENTIFYING STAGED COLLISIONS
YORK REGIONAL POLICE
YORK REGIONAL POLICE
STAGED COL

TEAMWORK

We succeed by working together and in partnership with our community

York Regional Police recognizes our success is due, in large part, to the strong partnerships we share with our colleagues in neighbouring police services and government agencies, members of our community and between units within YRP.

Made in YRP

York Regional Police is taking a proactive approach in response to an emerging trend where scam artists are staging motor vehicle collisions by ramming innocent motorists, then collecting fraudulent insurance payouts. In partnership with the Insurance Bureau of Canada (IBC) and the Canadian Police Knowledge Network (CPKN), we assisted in the development of a 45-minute training video to train officers across Canada to identify the indicators of staged crashes. In York Region, 14 people were arrested in 2011 in connection with $50 million in insurance fraud.

Joint-Forces Operation - Project Khiar

In 2011, the York Regional Police Drugs and Vice Unit partnered with the Toronto Police Service Drug Squad, the Peel Regional Police Service Major Drugs and Vice Unit and the Canada Border Services Agency in an opium importation investigation, named Project Khiar. This investigation resulted in the seizure of approximately 164 kilograms of opium with an estimated street value of $11 million and approximately 44 kilograms of ephedrine, which is a precursor for producing crystal methamphetamine. Eight individuals were arrested. Approximate cost: $57,700.

Joint-Forces Operation - Project Gladiator

The York Regional Police Drugs and Vice Unit partnered with the Durham Regional Police Service Drug Unit in a drug-trafficking investigation named Project Gladiator. Project Gladiator resulted in the execution of 41 search warrants, which led to the seizure of 77 kilograms of marihuana, five kilograms of cocaine, two kilograms of methamphetamine and $400,000 cash. Officers arrested 30 people who are charged with more than 100 offences. Approximate cost: $30,300.

This is a letter of thanks and appreciation to Constable Aaron Van Leusen and all of the uniformed officers of #4 District C platoon, as well as our local fire department that came to my rescue in March, when I fell into the river. I would probably be having my funeral today if it wasn't for them. I would like to congratulate you on having such dedicated and professional individuals serving within York Regional Police.

French – Je tiens à faire parvenir cette lettre de remerciements et d'appréciation au Constable Aaron Van Leusen et à tous les policiers en uniforme du peloton C du district #4, ainsi qu'au service local des incendies qui sont venus à ma rescousse en mars, quand je suis tombé dans la rivière. Je participerais probablement à mes funérailles aujourd'hui si ce n'était pas de ces gens. Je tiens à vous féliciter pour avoir un effectif aussi dévoué et professionnel au service de la police régionale de York.

Internal Task Force – GG2

The Intelligence Unit's Guns and Gangs Enforcement Section partnered with the #2 District Criminal Investigations Bureau to investigate a local youth gang member involved in the distribution of drugs and weapons across southern York Region. The investigation concluded with the arrest of two people and the seizure of a large quantity of cocaine and cash. Approximate cost: $80,000.

Internal Task Force - Light Pole

The Intelligence Unit's Guns and Gangs Enforcement Section partnered with the #4 District Criminal Investigations Bureau to investigate a street gang involved in robberies, drug distribution and weapons offences in the City of Vaughan. Information gathered during this investigation was used to initiate additional intelligence-led investigations. Approximate cost: $102,400.

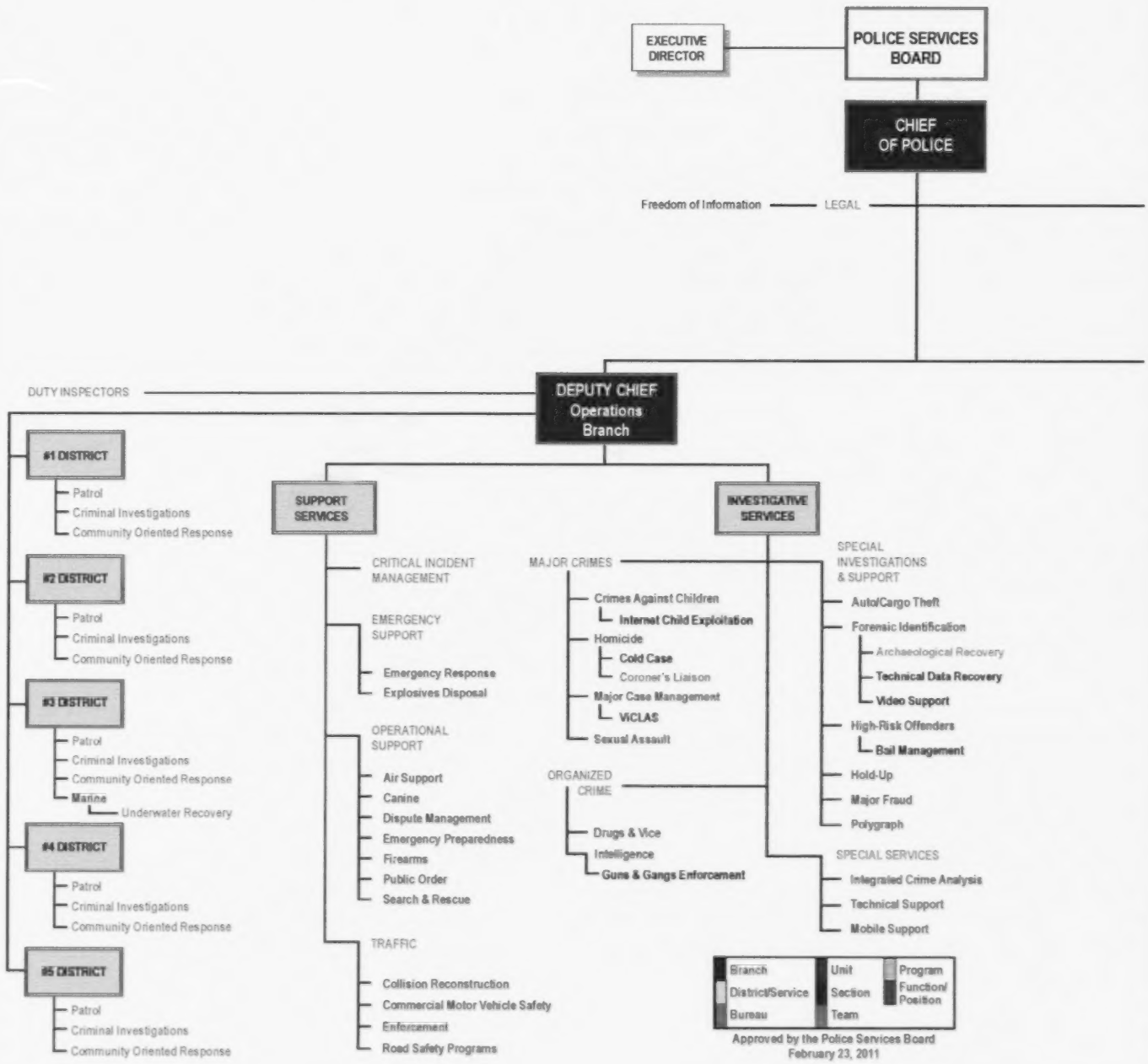
Internal Task Force - Corridor

The Intelligence Unit's Guns and Gangs Enforcement Section partnered with #4 District officers and members of Community Services to focus on areas of increased youth complaints. Assistance provided by community leaders and members of the general public, increased visible patrol and strategic enforcement by investigators, led to the arrest of gang members and the identification of at-risk youth in the area. During this initiative, police provided positive reinforcement by interacting with over 150 youths. Approximate cost: $33,600.

Internal Task Force - Project H

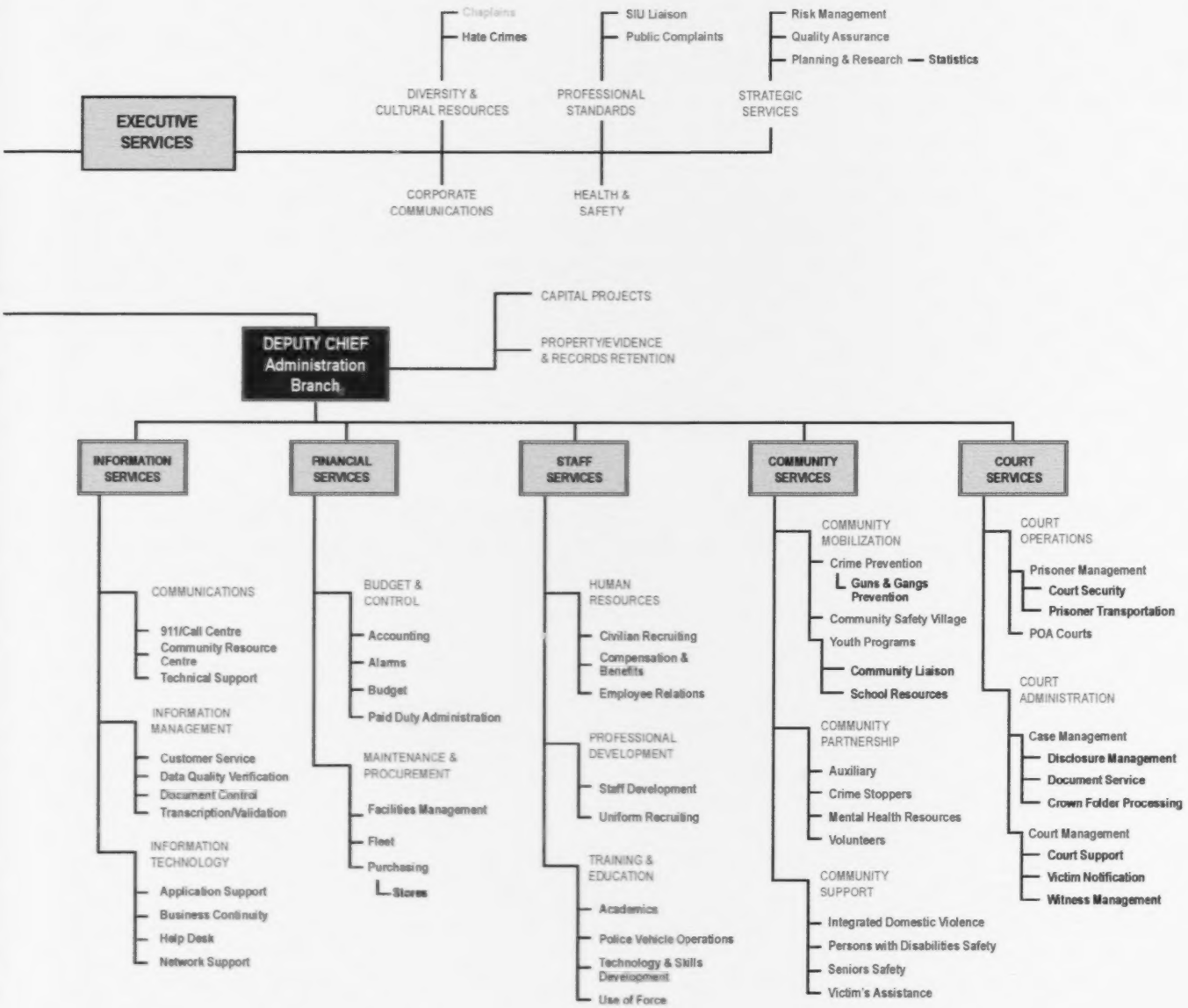
Our Major Fraud investigators, in partnership with the Canada Border Services Agency and the Ontario Ministry of Transportation, charged 14 people with 145 offences following a lengthy investigation into a $10 million fraud ring. This organized group is accused of defrauding financial institutions, corporations, government agencies and insurance companies by using forged foreign passports to obtain legitimate government identification. Approximate cost: $10,000.

YORK REGIONAL POLICE



Approved by the Police Services Board
February 23, 2011

ORGANIZATIONAL CHART



YORK REGIONAL POLICE

Operations

Legal Services

Counsel
Jason Fraser

Associate Counsel
Jennifer Gunning

Duty Inspectors

Inspector
Chris Bullen

Inspector
Angelo DeLorenzi

Deputy Chief Bruce Herridge

#1 District

Superintendent
Stanley Colley

Inspector
Richard McCabe

Inspector
Gary Miner

Inspector
Shelley Rogers

#2 District

Superintendent
Karen Noakes

Inspector
Bruce West

#3 District

Superintendent
Mark Tatz

Inspector
Steve Seabrooke

#4 District

Superintendent
William Faulkner

Inspector
Kevin Torrie

#5 District

Superintendent
Graeme Turl

Inspector
Carolyn Bishop

Support Services

Superintendent
Mark Brown

Inspector
Norm Miles

Inspector
Heidi Schellhorn

Investigative Services

Superintendent
Paul Pedersen

Inspector
William Sadler

Inspector
Keith Merith

Inspector
Fredrick Moffatt

Inspector
Richard Crabtree

SENIOR OFFICERS

Deputy Chief Thomas Carrique

Administration

Executive Services

Superintendent
Anthony Cusimano

Inspector
Douglas Conley

Manager
Kathleen Griffin

Manager
Darwin Trojan

Information Services

Inspector
Paulo Da Silva

Manager
Leslie Nguyen

Diversity and Cultural Resources

Inspector
Ricky Veerappan

Staff Services

Superintendent
Robertson Rouse

Inspector
Graham Beverly

Manager
Ron Huber

Assistant Manager
Nick Mohamed

Assistant Manager
Martin McCulloch

Assistant Manager
Micheline Manseau

Manager
Gilda Sutton

Assistant Manager
Karin Larkan

Assistant Manager
Glenn Asselin

Financial Services

Manager
Mark Holland

Assistant Manager
Jeffrey Channell

Assistant Manager
Janice Follwell

Community Services

Superintendent
André Crawford

Inspector
Maria Ahrens

Court Services

Superintendent
Gerard Milne

Inspector
Kirk Marshall

Capital Projects

Manager
Bernadette Searle

Property/Evidence and Records Retention

Manager
Julie Mazzotta

BUSINESS PLAN

The 2011-2013 Business Plan was developed through extensive consultation with the residents of York Region, our community partners and members of York Regional Police. Its goals and objectives reflect the considerable feedback we received during the consultation process. Our plan sets forth our organizational direction and policing priorities to ensure that our neighbourhoods, roads and schools remain safe for everyone in the coming years. There has been significant progress made in the implementation of the Business Plan goals. Listed below are highlights of the accomplishments achieved in each of the four Cornerstones of Success in 2011.

COMMUNITY FOCUS

The Community Focus Cornerstone contains three overarching goals of developing sustainable community safety and crime prevention strategies; supporting healthy communities that engage youth and their families; and ensuring our services are responsive to the evolving needs of a dynamic population.

2011 accomplishments:

- Enhanced parent education, including a Citizens Academy and website information
- Enhanced partnerships with diverse communities and York Region Welcome Centres
- Integrated Domestic Violence Unit review and expansion region-wide
- Crime prevention and safety education presentations
- Proactive policing initiatives
- Crime prevention information available in alternate languages
- Healthy lifestyle and relationship safety messages incorporated in YRP programs

OPERATIONAL EXCELLENCE

The Operational Excellence Cornerstone contains four overarching goals of enhancing crime suppression activities and our ability to effectively conduct criminal investigations; promoting roadway safety through proactive traffic education and enforcement; enhancing our ability to gather, analyze and share information that supports an intelligence-led crime management approach; and deploying human resources within York Regional Police in an effective and efficient manner.

2011 accomplishments:

- Efficiency, effectiveness and workload reviews conducted
- Renewed emphasis on enforcement, addressing community concerns
- New and replacement equipment
- New technology implemented
- In-car cameras installed in patrol vehicles
- Joint training and initiatives with policing partners
- General Occurrence Reader Unit created

2011 GOALS

PREFERRED PLACE OF EMPLOYMENT

The Preferred Place of Employment Cornerstone contains four overarching goals of ensuring our members have a high level of knowledge and job satisfaction; enhancing succession planning and performance management within York Regional Police; promoting a positive and healthy work environment; and recruiting and retaining staff representative of our communities.

2011 accomplishments:

- New competency-based performance evaluation process developed
- Enhanced promotional process developed
- Communications from the Chief's office
- Changes to officer requalification sessions
- 40th anniversary celebrations
- Member input and feedback
- Health and wellness programs
- Intranet enhancements
- Civilian Orientation Program developed
- New Supervisory and Leadership programs implemented

SUPERIOR QUALITY SERVICE

The Superior Quality Service Cornerstone contains four overarching goals of providing inclusive and equitable police services; improving police visibility in our neighbourhoods; ensuring a high level of community satisfaction with our services; and developing enhanced and consistent business and technology processes across the organization.

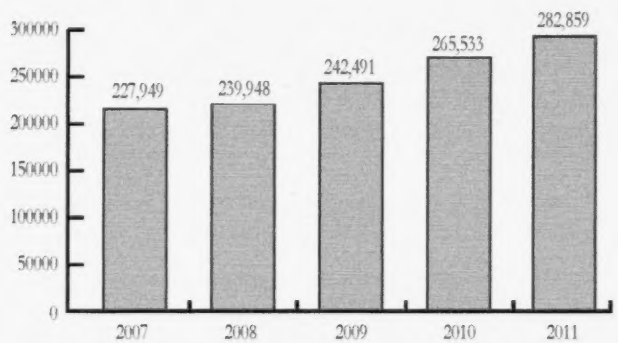
2011 accomplishments:

- Crime Prevention Map on YRP website
- Township of King Community Policing Station established
- Use of social media
- Risk management program established
- Continued AODA and diversity training conducted for our members
- Enhanced community partnerships and events
- Business process and efficiency reviews conducted

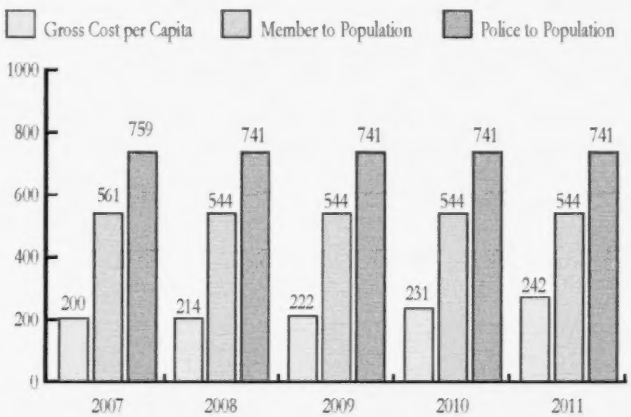
2011 STATISTICS

York Regional Police 2011 Cost of Policing			
	Budget	Actual	Variance
Wage Costs	$213,905,900	$215,908,923	-$2,003,023
Administrative Expense	$8,732,100	$8,055,627	$676,473
Program Related Expense	$7,399,000	$6,779,402	$619,598
Professional Services Expense	$345,600	$223,933	$121,667
Occupancy Expense	$8,091,900	$8,893,939	-$802,039
Repairs and Maintenance Expense	$3,577,400	$3,406,433	$170,967
Financial Items	$9,543,500	$7,278,090	$2,265,410
Contributions to Reserves	$7,401,000	$7,558,247	-$157,247
Internal Charges	$2,267,000	$2,086,243	$180,757
Asset Acquisitions	$1,951,600	$1,846,424	$105,176
Total Expenditures	$263,215,000	$262,037,261	-$1,177,739
Total Revenues	-$19,575,500	-$20,087,410	$511,910
Net Position	$243,639,500	$241,949,851	$1,689,649

Five-Year Calls for Service - Number of Calls



Performance Measures and Benchmarks
Five-Year Statistical Comparison



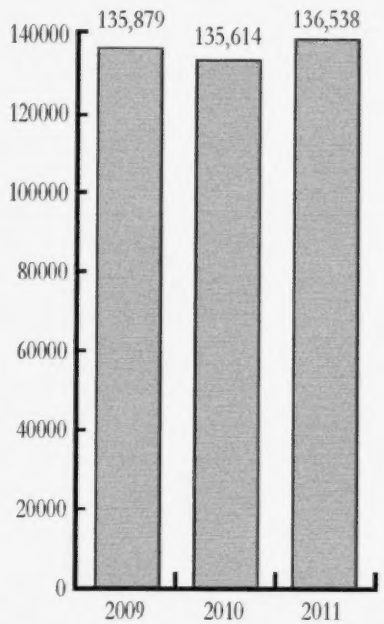
The Cost per Capita represents expenditures divided by the population of the area serviced by York Regional Police, rounded to the nearest dollar. Member to Population counts represent the population divided by the number of police officers and civilian staff. Police to Population counts represent the population divided by the number of police officers.

2011 STATISTICS

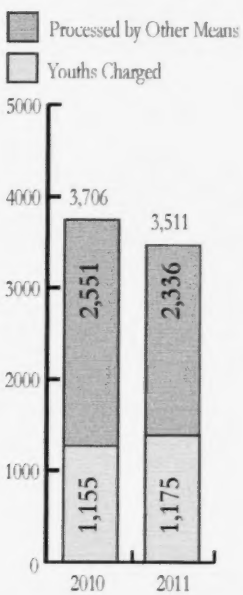
Public Complaints 2010-2011	2010	2011	Variance 10/11
Number of Complaints	154	137	-11.4%
Involved Officers	203	194	-4.4%
Formal Resolution - Action	1	0	N/C*
Frivolous, Vexatious, Bad Faith	1	0	N/C*
Over Six Months	9	9	0.0%
Withdrawn	16	9	-43.8%
Not Directly Affected	1	3	200%
Unsubstantiated	29	27	-6.9%
Policy/Service	3	5	66.7%
Informal Resolution	16	6	-62.5%
Informal Discipline	1	0	N/C*
Non-Jurisdictional	0	0	0.0%
Directed by OIPRD	0	3	N/C*
Not accepted by OIPRD	46	51	10.9%
Review Requested	20	10	-50.0%
Outstanding Files	31	24	-22.6%
Officers Disciplined	2	0	N/C*

*not calculable
**Office of the Independent Police Review Director established October 2009

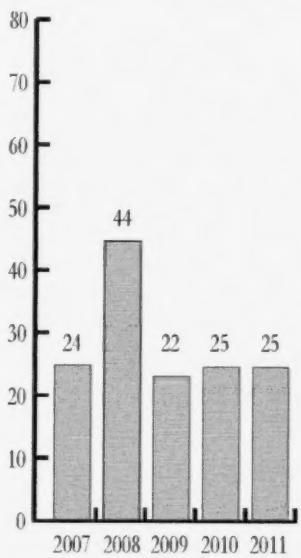
Provincial Offence Notices
All Districts



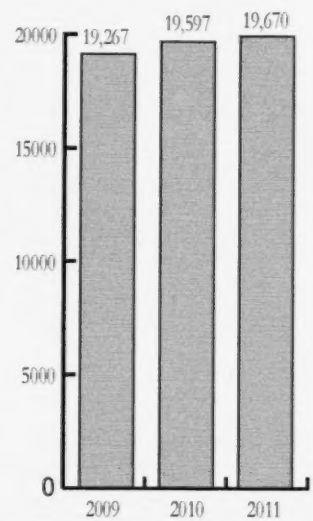
Youth Crime
Comparison



Five-Year Pursuits
Comparison



Reportable Motor
Vehicle Collisions



2011 STATISTICS

Selected Violations Three-Year Trends Major Categories	2009			2010			2011			Variance 10/11 %	
	Actual Number	Clearance Rate (%)	Rate Per 100,000 Population	Actual Number	Clearance Rate (%)	Rate Per 100,000 Population	Actual Number	Clearance Rate (%)	Rate Per 100,000 Population	Actual Number	Rate Per 100,000 Population
Crimes Against Persons	6,981	78.6	676.06	7,051	80.4	663.95	6,585	81.9	606.58	-6.6	-8.6
Crimes Against Property	22,610	42.0	2,189.61	21,910	41.2	2,063.12	20,996	43.7	1,934.07	-4.2	-6.3
Other Criminal Code	3,397	91.9	328.97	3,358	91.5	316.20	3,307	92.8	304.63	-1.5	-3.7
Weapons Violations	444	86.7	43.00	499	82.0	46.99	462	79.2	42.56	-7.4	-9.4
Public Morals Violations	158	56.3	15.30	159	59.7	14.97	141	65.2	12.99	-11.3	-13.2
Total Criminal Code Violations	33,590	55.3	3,252.93	32,977	55.4	3,105.23	31,491	57.5	2,900.82	-4.5	-6.6
Drug Violations	2,906	98.6	281.42	3,170	98.7	298.50	2,959	99.0	272.57	-6.7	-8.7
Other Federal Violations	313	99.4	30.31	265	96.2	24.95	326	100.0	30.03	23.0	20.3
Total Criminal Code and Federal Violations (not incl. Traffic)	36,809	59.1	3,564.67	36,412	59.5	3,428.68	34,776	61.4	3,203.43	-4.5	-6.6
Criminal Code Traffic Violations	4,084	43.3	395.50	3,790	44.0	356.88	4,179	40.8	384.95	10.3	7.9

Victim Services 2010-2011
On-Scene Occurrences

	2010	2011	Variance 10/11
Occurrences	374	392	4.8%
Clients Served	499	563	12.8%
Female	336	320	-4.8%
Male	38	29	-23.7%
Children	125	214	71.2%

Victim Services 2010-2011
Telephone Crisis Call and
Office Visit Occurrences

	2010	2011	Variance 10/11
Occurrences	3,987	4,659	16.9%
Clients Served	6,227	5,637	-9.5%
Female	3,498	3,996	14.2%
Male	486	662	36.2%
Children	2,243	979	-56.4%

SERVICE EXCELLENCE

30-YEAR FIRST BAR

Superintendent William Faulkner #151
Superintendent Paul Pedersen #286
Inspector Norn Miles #113
Staff Sergeant Bradley Bulmer #201
Staff Sergeant Ian Clarke #238
Staff Sergeant John Southwell #67
Staff Sergeant Robert Wiche #87
Sergeant Mark Lawrence #231
Sergeant Randy Martin #263
Sergeant Francis Surowiak #236
Detective John Hodder #185
Constable Paul Diceman #108
Constable Graham Leathley #103
Constable Randall Martin #417
Constable Barry Smith #460
Constable Richard Woodhouse #266

20-YEAR MEDAL

Deputy Chief Thomas Carrique #822
Staff Sergeant Brian Bigras #799
Staff Sergeant John Boothby #786
Staff Sergeant Kelvin Chantiam #804
Staff Sergeant Julie Provis #821
Detective Sergeant Timothy Kelly #823
Detective Sergeant Lesley Weller #851
Sergeant Joseph Amato-Gauci #811
Sergeant Robert Bloxham #830
Sergeant Heather Brown #840
Sergeant Donald Dalgleish #805
Sergeant Paul Donaldson #810
Sergeant Tamara Duguay #824
Sergeant Daryl Holland #796
Sergeant Karen Irwin #795
Sergeant Maurice James #837
Sergeant Allison Smith #846
Sergeant Norman Wray #838
Detective Frank Badowich #781
Detective Mark Charlebois #815
Detective Rhonda Corsi #782
Detective Jeffrey Evans #832
Detective Sean Fitzgerald #827
Detective Craig Heatley #802
Detective Robert Muir #839
Detective Ryan Robinson #834
Detective Joseph Tanczos #792
Detective Jeffrey Taylor #831
Detective Wayne Young #841
Constable Francisco Abreu #784
Constable Sean Allan #848
Constable Maximiliana Bairos #808
Constable Robert Baltkois #789
Constable Shawn Barton #825
Constable Jeffery Bright #797
Constable James Campbell #794
Constable Alan Cooke #817
Constable Stephen Deroy #833
Constable Sean Doran #843
Constable Franco Doto #770
Constable Stuart Goodall #793
Constable Scott Hill #1285
Constable Peter Kalpouzos #816
Constable Michael Kamstra #809
Constable Scott Laing #1081
Constable Ian Mason #819
Constable Mark McCance #849
Constable Kevin Neill #829
Constable Andrew Quibell #852
Constable Stephen Rudback #946
Constable Thomas Saito #1826
Constable James Seedhouse #818
Constable Dave Strilchuk #790
Constable Karen Wagner #844

SERVICE EXCELLENCE

CIVILIAN 30-YEAR PIN
Heather Orr #5030

CIVILIAN 20-YEAR PIN
Helen Beintema #5173
Mary Blight #5186
Fredericka Clarke #5183
Lisa Connolly #5172
Mark Holland #5187
John Jacobs #5185
Jacqueline Kalpouzos #5177
Gary Landry #5190
Catherine Madden #5166
Tanya Mapley #5167
Heather Pollard #5170
Shirley Smith #5189
Deborah Spence #5176

POLICE APPRECIATION NIGHT
POLICE OFFICERS OF THE YEAR

FOR EXCELLENCE IN POLICING
Detective Sergeant Henry deRuiter #668
Detective Thai Truong #1227
Detective Ryan Hogan #979
Constable Shane Mackenzie #1102
Constable Stephen Yan #1219
Constable Nathaniel Matthew #1148
Constable Rebecca McGregor #1475
Constable Colin Organ #1617
Crime Intelligence Analyst Nancy Lean #5328
Administrative Assistant Samantha Barnabe #5587
Communicator Cheryl Ralph #5157

FOR BRAVERY IN THE LINE OF DUTY
Constable Garrett Styles #1405

ROB PLUNKETT OUTSTANDING
SERVICE TO THE COMMUNITY
Constable Paul Marisette #1546

HERBERT H. CARNEGIE AWARD
Winnie Wales #5214

CIVILIAN RECOGNITION
Terry Hunt #5553

COMMUNITY VOLUNTEER
OF THE YEAR AWARD
Theodore Toulis, Youth Band

2011 RETIREES
Superintendent Richard Finn #276
Superintendent Wayne Kalinski #120
Staff Sergeant Edward Bicket #123
Staff Sergeant Paul Carlsen #63
Staff Sergeant John Southwell #67
Staff Sergeant Garry Styles #142
Detective Sergeant Denise La Barge #285
Sergeant Dennis O'Brien #269
Sergeant Bisson Ramdewar #294
Detective Ronald Gillies #243
Detective Clayton Pogson #116
Constable Douglas Clarke #78
Constable Robert Cooper #152
Constable Gilbert Farquhar #397
Gregory Henn #5084
Pauline MacAdam #5264
Sheryl MacPhail #5064

IN MEMORIAM

CONSTABLE GARRETT STYLES

In the summer of 2011, York Regional Police and our community mourned the loss of Constable Garrett Styles, killed in the line of duty in the early morning hours of June 28.

His supervisors spoke of him as a dedicated, professional, hard-working officer who always had time to assist others. He was well-liked among his peers and he loved being a police officer.

On June 28, just before 5 a.m., Garrett initiated a traffic stop on Highway 48 in the Town of East Gwillimbury. He pulled over a minivan with four occupants and was investigating the driver when the vehicle accelerated. The driver lost control and rolled the vehicle, pinning Garrett and causing fatal injuries.

The unlicensed driver, a 15-year-old male, is charged with First-Degree Murder.

More than 8,000 friends, colleagues, brother and sister police officers and emergency responders from across North America attended his funeral to offer strength and support to his family and our members.

Garrett was a loving husband to his wife Melissa, a civilian member of York Regional Police, and a dedicated and fun-loving father to his two small children, Meredith and Nolan.

Garrett died in the line of duty, serving and protecting his community. He is a hero in life, not death. He will not be forgotten.

IN MEMORIAM

SUPERINTENDENT
MARK
GRANT

On October 27, 2011, family, friends and colleagues were devastated by the sudden loss of Superintendent Mark Grant, killed in a fatal motor vehicle collision in Durham Region.

A 32-year veteran of York Regional Police, Mark served in many areas within the organization including frontline, the Criminal Investigations Bureau, the Morality Bureau and the Intelligence Bureau.

Promoted to Inspector in 2002, he was assigned to the Communications Bureau before moving on to the Professional Development Unit. In 2010, he was promoted to the rank of Superintendent and assigned to Information Services.

YRP members remember Mark's skills as a storyteller, a gift he shared often.

Mark's passion for life, endless energy and sense of humour will be sorely missed.

Our deepest sympathy goes to Mark's loved ones.

CONSTABLE
GARY
CRAWFORD

York Regional Police members mourned the loss of friend and colleague Constable Gary Crawford, who died on July 30, 2011, after a long battle with cancer.

Gary joined York Regional Police in 1985 as a cadet in training and over his career received numerous personal recognitions, all of which spoke of his excellent police work and commitment to policing.

Gary was assigned to #1 District Uniform Patrol and the Criminal Investigations Bureau, the Traffic Bureau and most recently the Uniform Recruiting Unit.

His true dedication was to his family and his home was a social hub where friends often gathered to share home preserves, one of his passions.

Our thoughts and prayers remain with Gary's family.

STATION DUTY
OPERATOR
CATHY
KEVEZA

Members of York Regional Police lost a friend and colleague June 17, 2011, when Cathy Keveza was tragically killed in a motorcycle accident near Fenelon Falls.

Cathy was a five-year member of York Regional Police, having served as a Court Clerk and most recently as a Station Duty Operator (SDO) in the Court Bureau. Her responsibilities placed her in close contact with members of the Eagle Street court family.

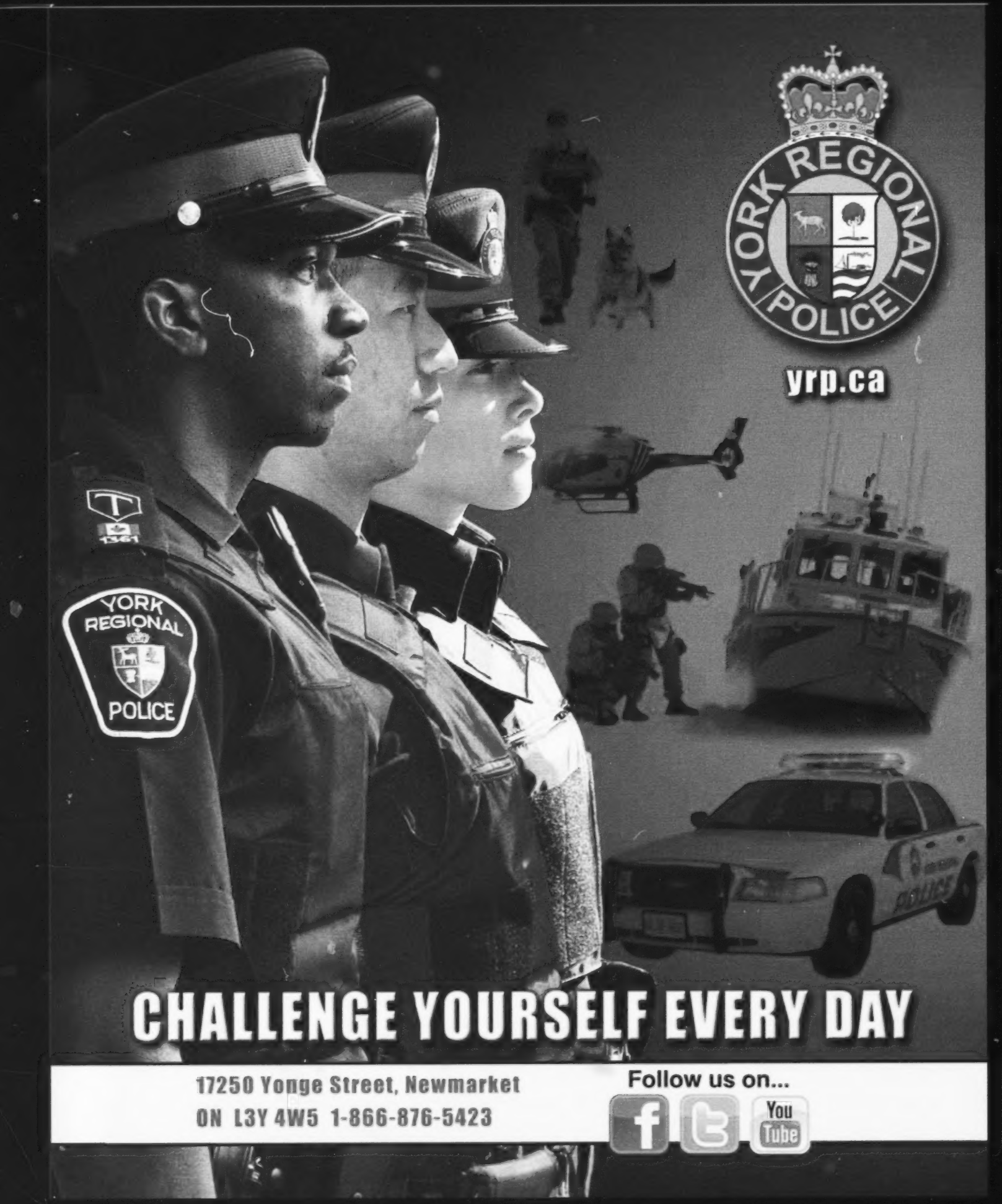
Cathy was very proud of her family and spoke often of their aspirations and accomplishments.

Cathy will be sadly missed by all who were fortunate to know her.

YORK REGIONAL POLICE CODE OF PROFESSIONAL ETHICS

In the conduct of their services, all members of York Regional Police:

- Understand their primary responsibility is to share with the community the responsibility for improving quality of life by safeguarding lives and property, preventing and investigating offences and preserving peace and order
- Are guided by the values of the service which include our people, community, integrity, leadership, accountability, competence and teamwork
- Appreciate the importance and responsibility of their positions as a symbol of public faith, adhering to the same standards of conduct that they are bound by duty to enforce
- Preserve the rights and freedoms of all individuals in accordance with the Canadian Charter of Rights and Ontario Human Rights Code
- Faithfully administer the law in a just, impartial and reasonable manner to all individuals, regardless of race, national or ethnic origin, colour, religion, gender, age, mental or physical disability, or sexual orientation
- Understand and encourage continuing awareness of the culturally-diverse nature of York Region, remain responsive to community issues and concerns, and are committed to developing and enhancing community partnerships
- Never permit personal feelings, animosities or friendships to influence professional decisions and actions and refrain from accepting gratuities or favours that may compromise them as individuals or members of York Regional Police
- Perform their duties within the limits of authority and recognize the importance of consistently enhancing their level of knowledge and competence
- Ensure good faith in all their actions and respect the confidentiality of any information obtained in the course of duty
- Remain faithful in their allegiance to Canada and strive to attain excellence in the performance of their duties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